

Sabrina Fadda

s.fadda@workless.studio

Barcelona · Remote EU

EN / IT / ES

The Founder's COO

Helping founders build companies that scale without breaking.

The problem

You went from 10 to 40 people. Revenue grew. But now every decision still goes through you, teams don't talk to each other, and you're spending most of your time firefighting instead of building. The company grew faster than its structure.

You recognize this:

- You're still in the middle of most operational decisions
- Every week feels like putting out fires
- You hired more people but you're working more, not less
- Teams are busy but growth doesn't follow
- Problems between teams become personal instead of structural

Who I work with

Tech and marketplace companies, post-seed or Series A, **10–80 people**, **€1–15M revenue**. Companies where the growth is real but the structure hasn't kept up.

How I work — The Interface Method

Most companies don't have a people problem. They have an interface problem — value leaks in the gaps between teams. My method has three steps:

1. Map

Where decisions stall, who actually owns what, where value leaks.

2. Redesign

New structure, clear ownership, governance that fits your stage.

3. Install

Real accountability. Systems that work when I'm not in the room.

Three ways to work together

Fractional COO

Ongoing operational leadership. I work alongside your team, building structure and driving execution. For companies with product-market fit, ready to scale.

Consultant COO

Specific projects with a clear scope: org redesign, team restructuring, M&A integration. I come in, solve the problem, and hand it back.

Advisory

Lighter touch for founders who need a sparring partner. Regular check-ins to challenge your thinking and keep you honest on execution.

Track record

-60%

operational overtime

-25%

operating costs

1 → 17

team built from zero

-15%

accounting overhead

Alibaba Group · ProntoPro · ShopFully · Deloitte · EY · M&A integration · 20+ transitions managed

Let's talk → s.fadda@workless.studio

linkedin.com/in/sabrinafadda